

Employment Barriers: LGBTQ+ Workers

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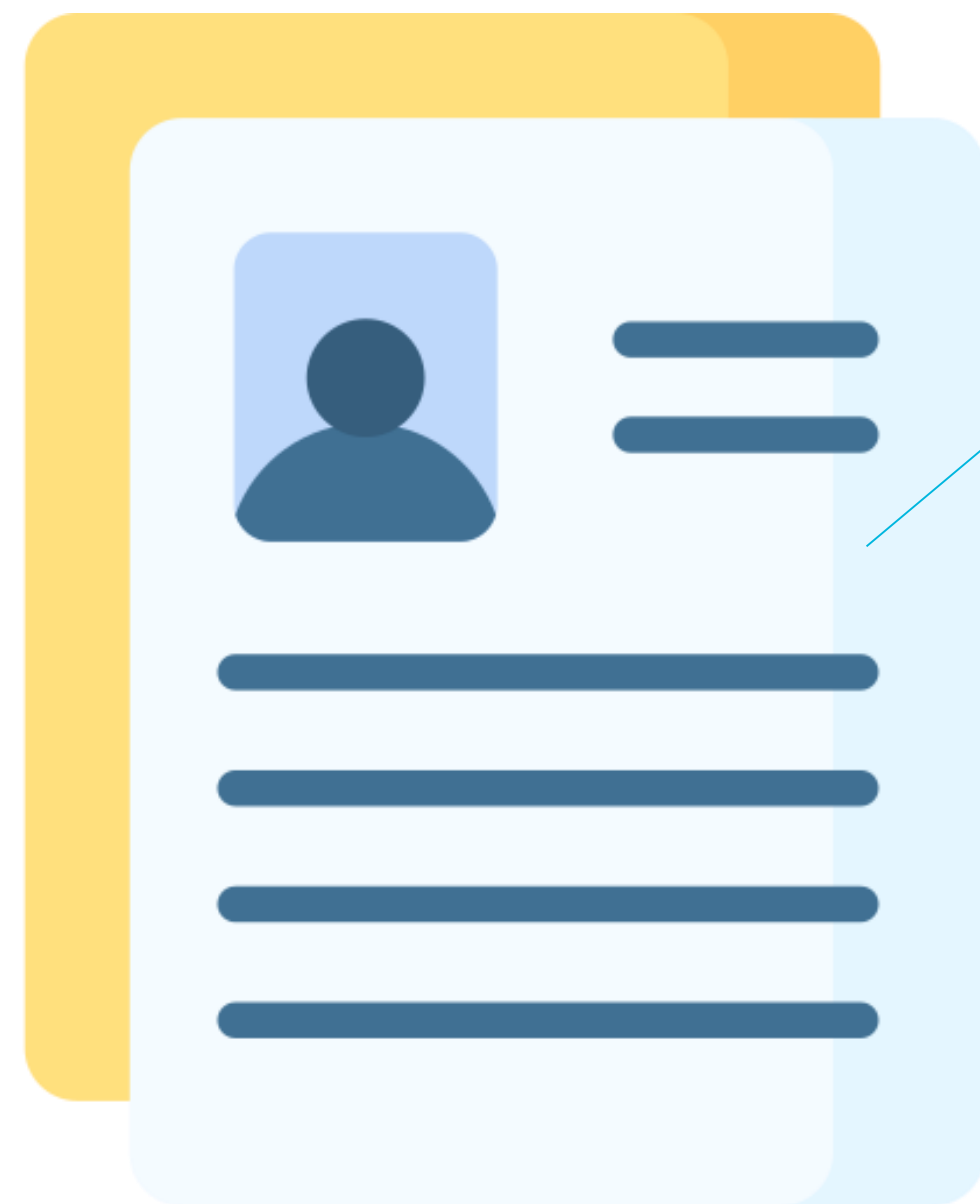
Andres Lopez (They/He)
Youth Support Partner
Our Safe Place, SBSCS San Diego



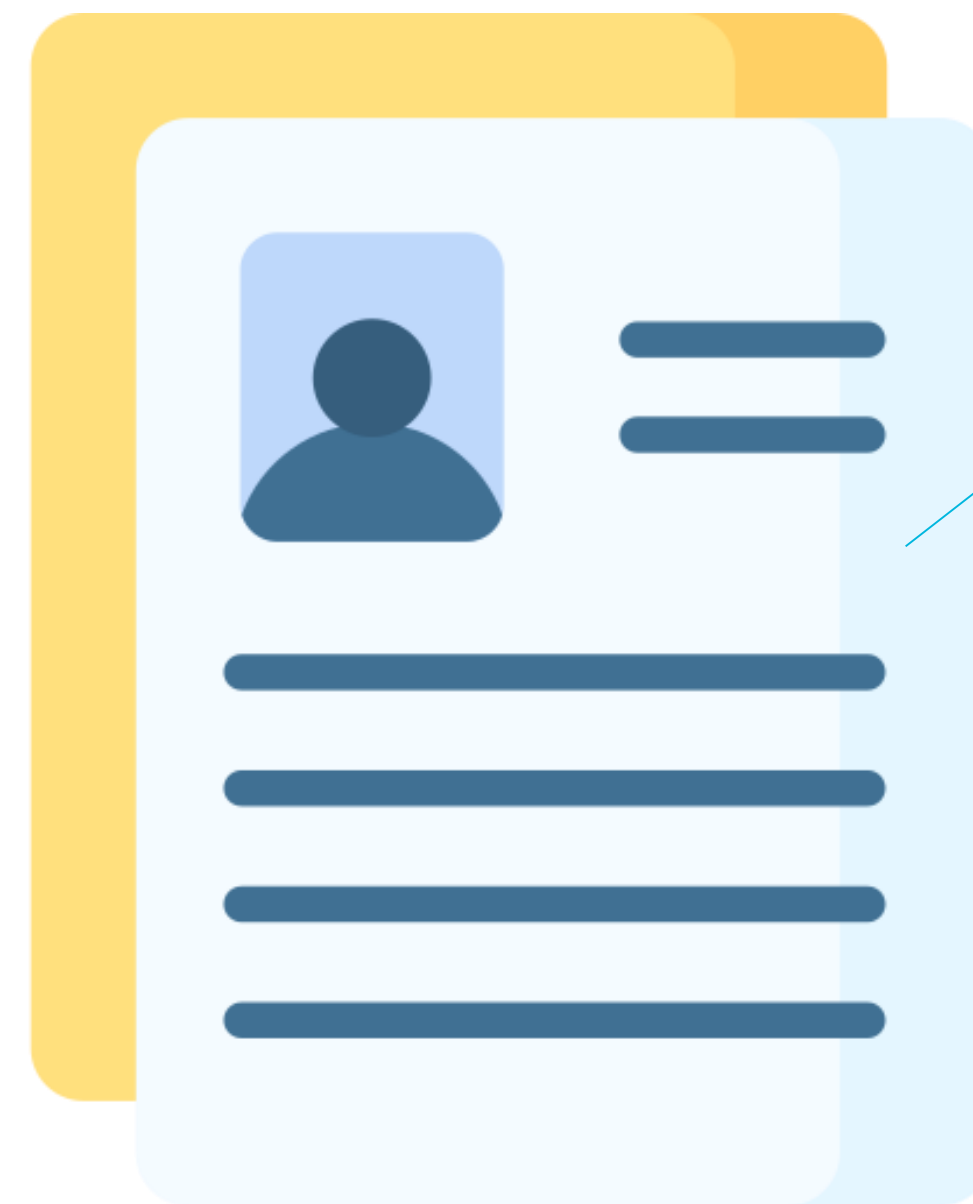
Background Experiences



Application Discrimination



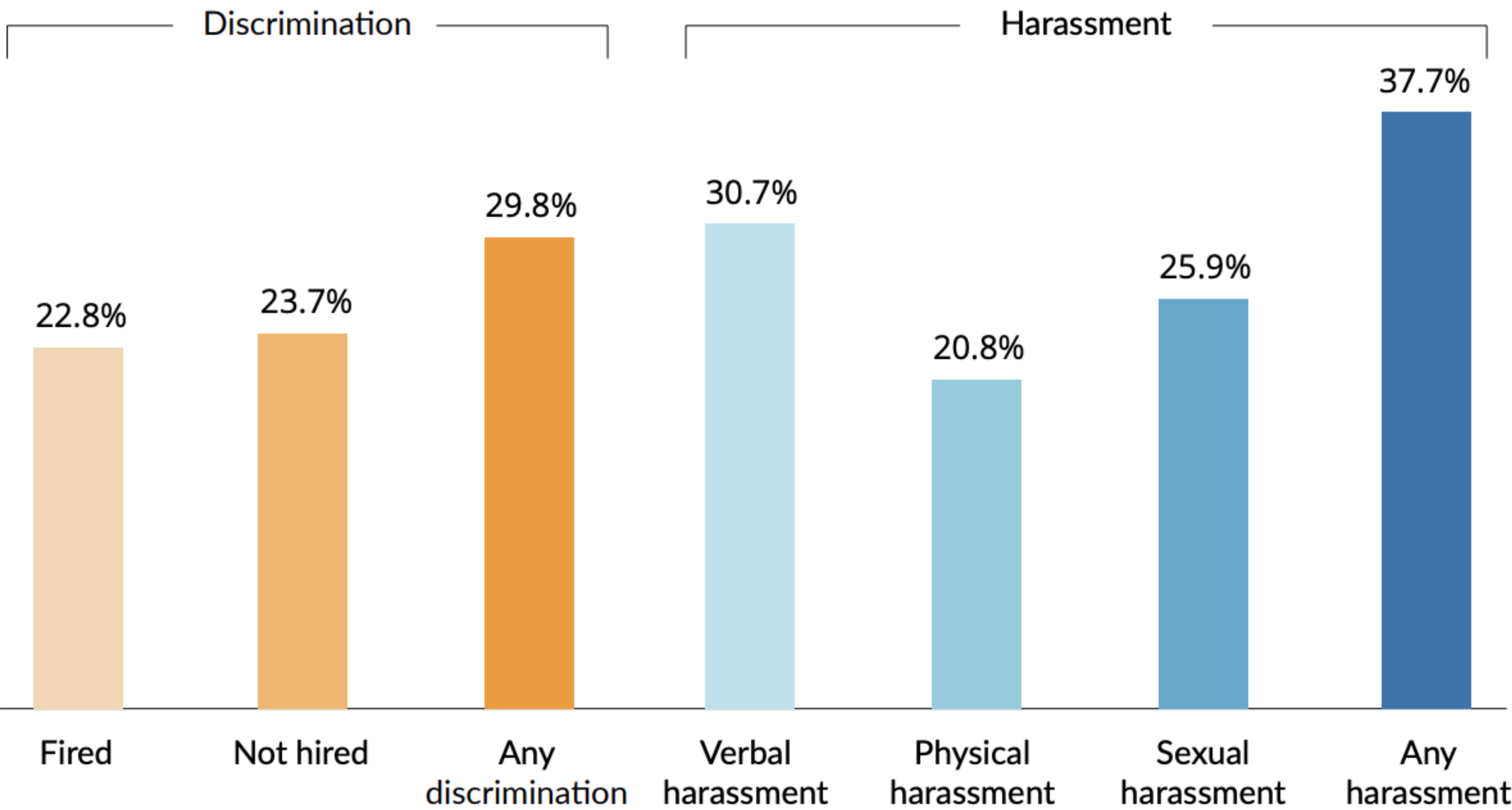
Leader of LGBTQ
student organization



Leader of progressive
student organization

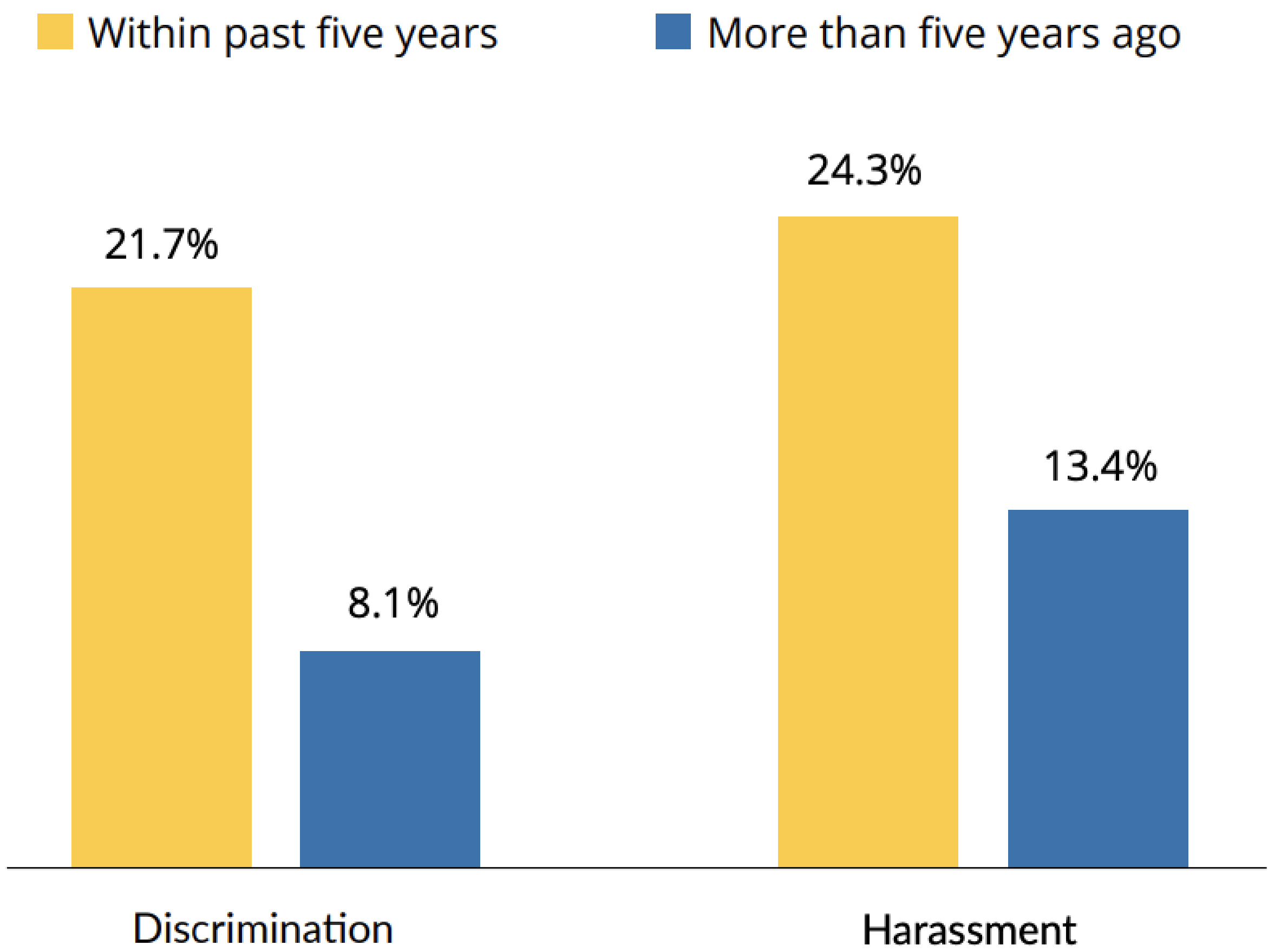
Workplace Experiences

Lifetime experiences of discrimination and harassment against LGBT employees based on sexual orientation or gender identity



Workplace Experiences

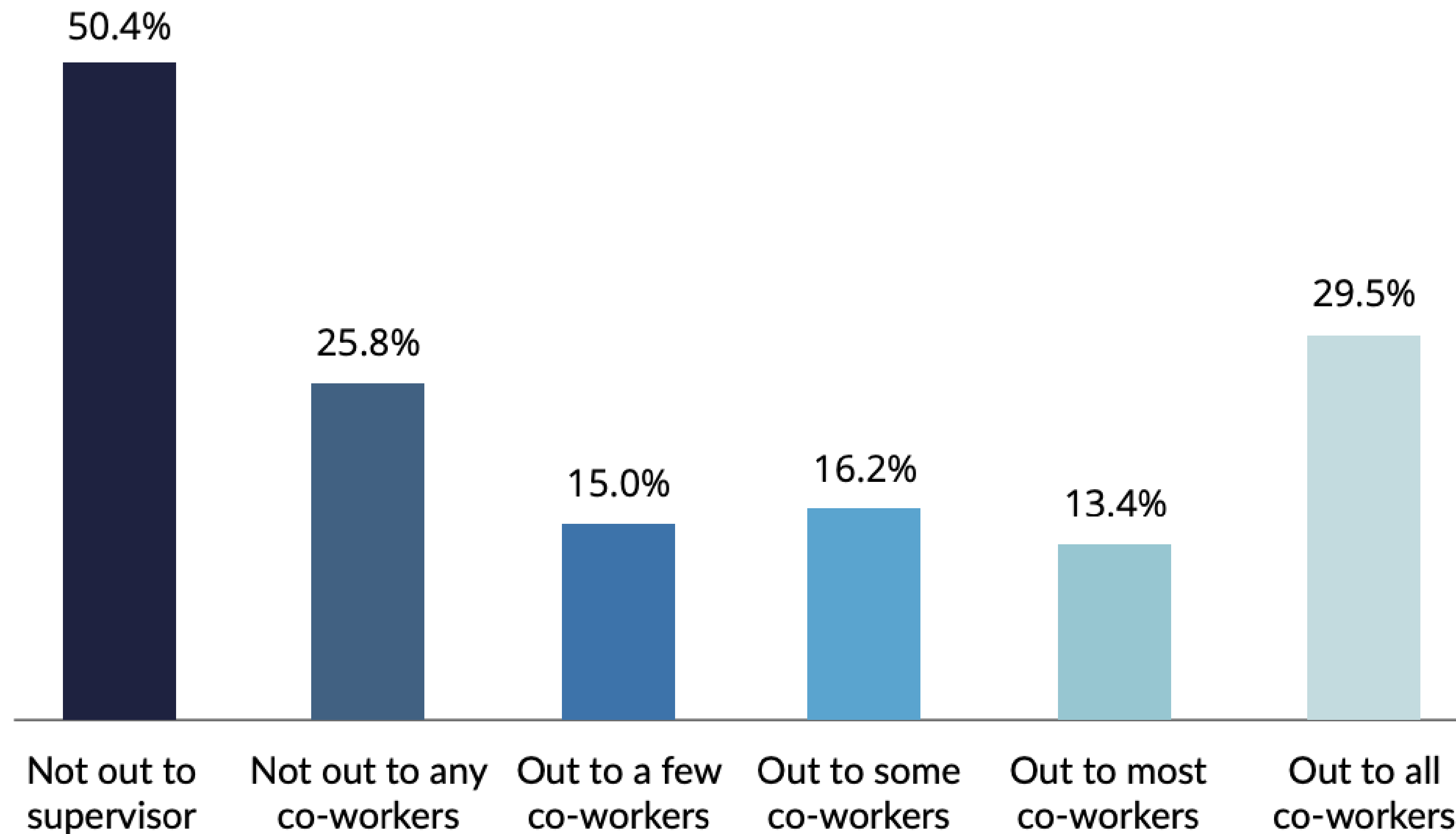
Any lifetime experience of discrimination or harassment against LGBT employees by timing of most recent incident



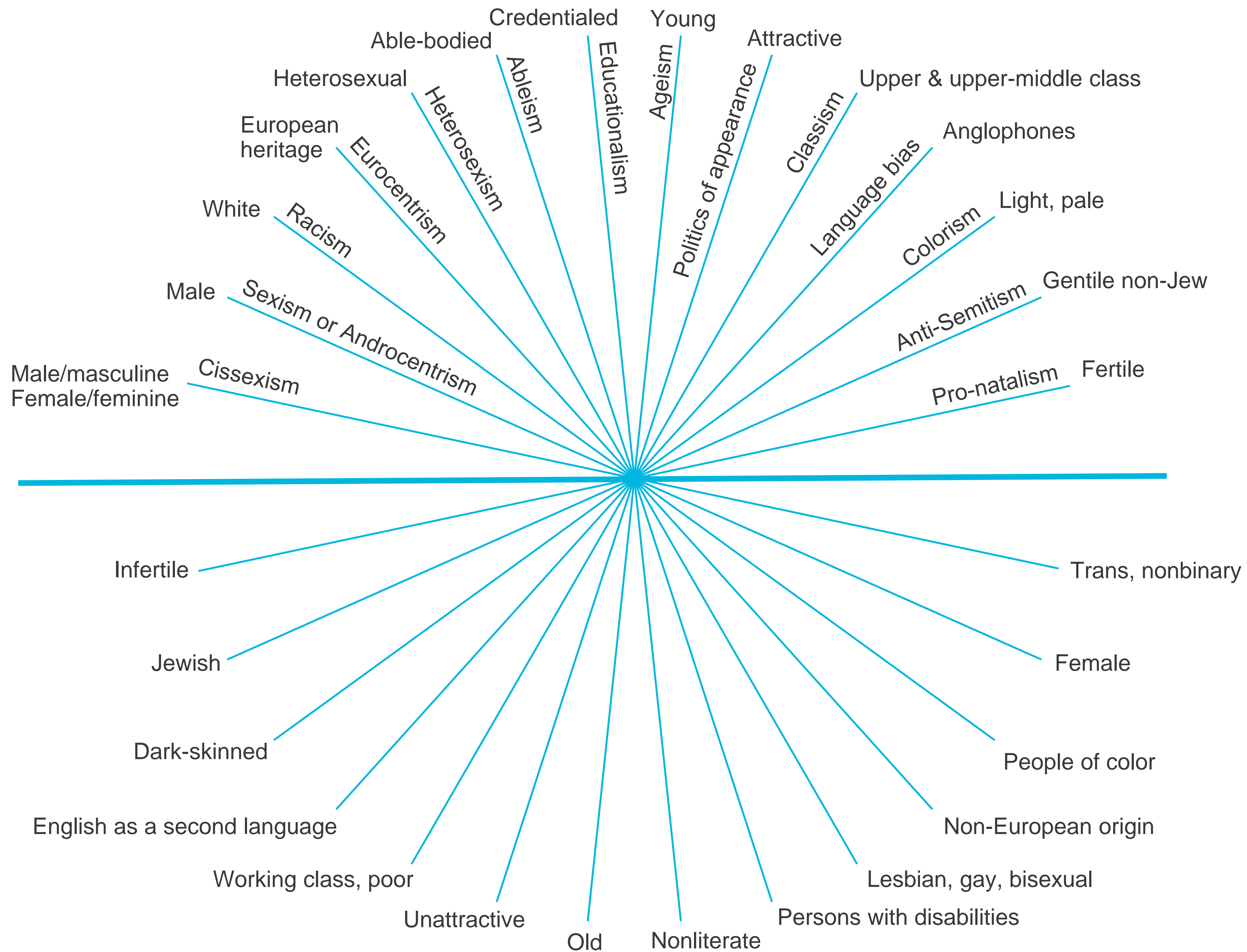
Sears et al. (2021). [LGBT People's Experiences of Workplace Discrimination and Harassment](#)

Workplace Experiences

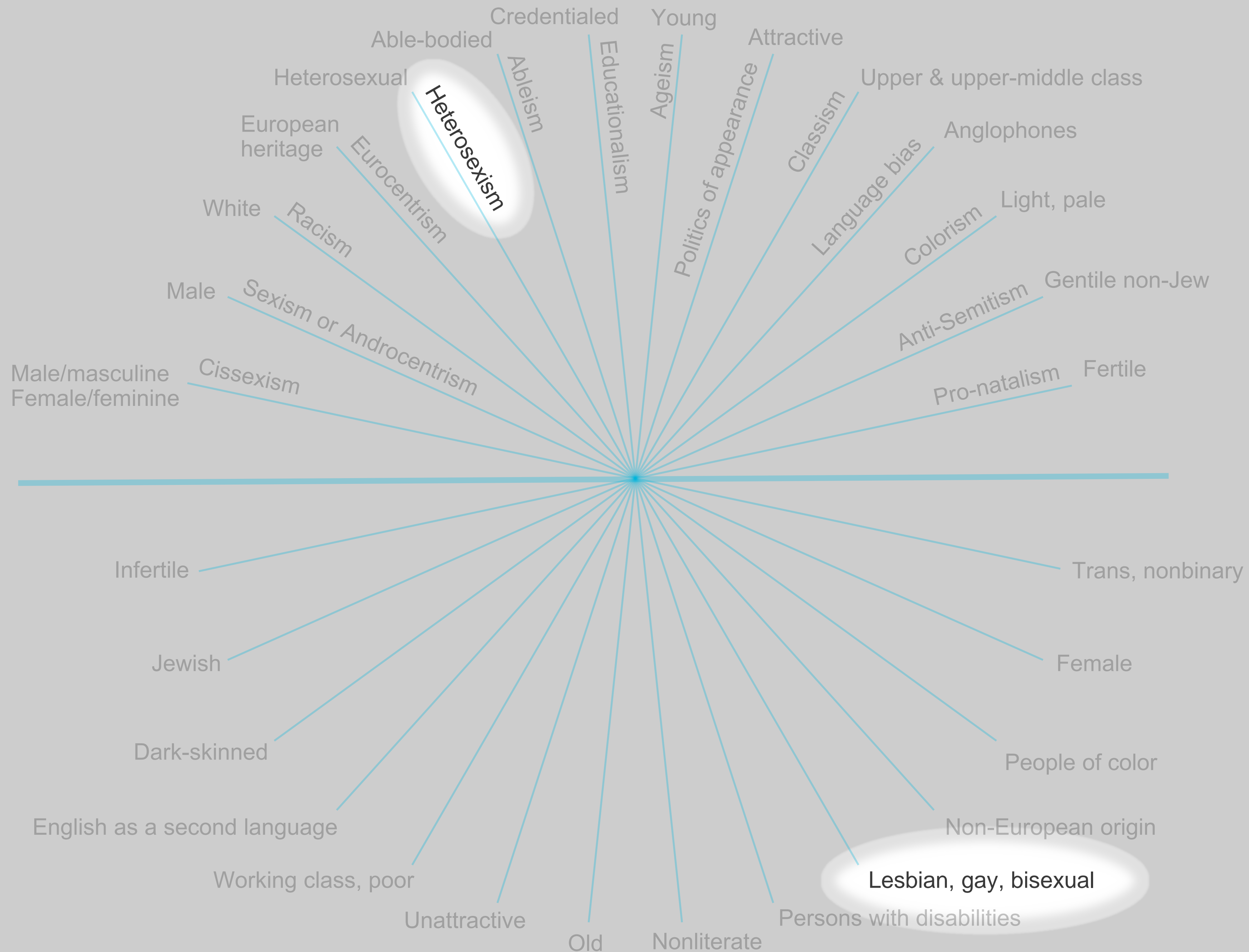
Openness about being LGBT at work



Intersectionality



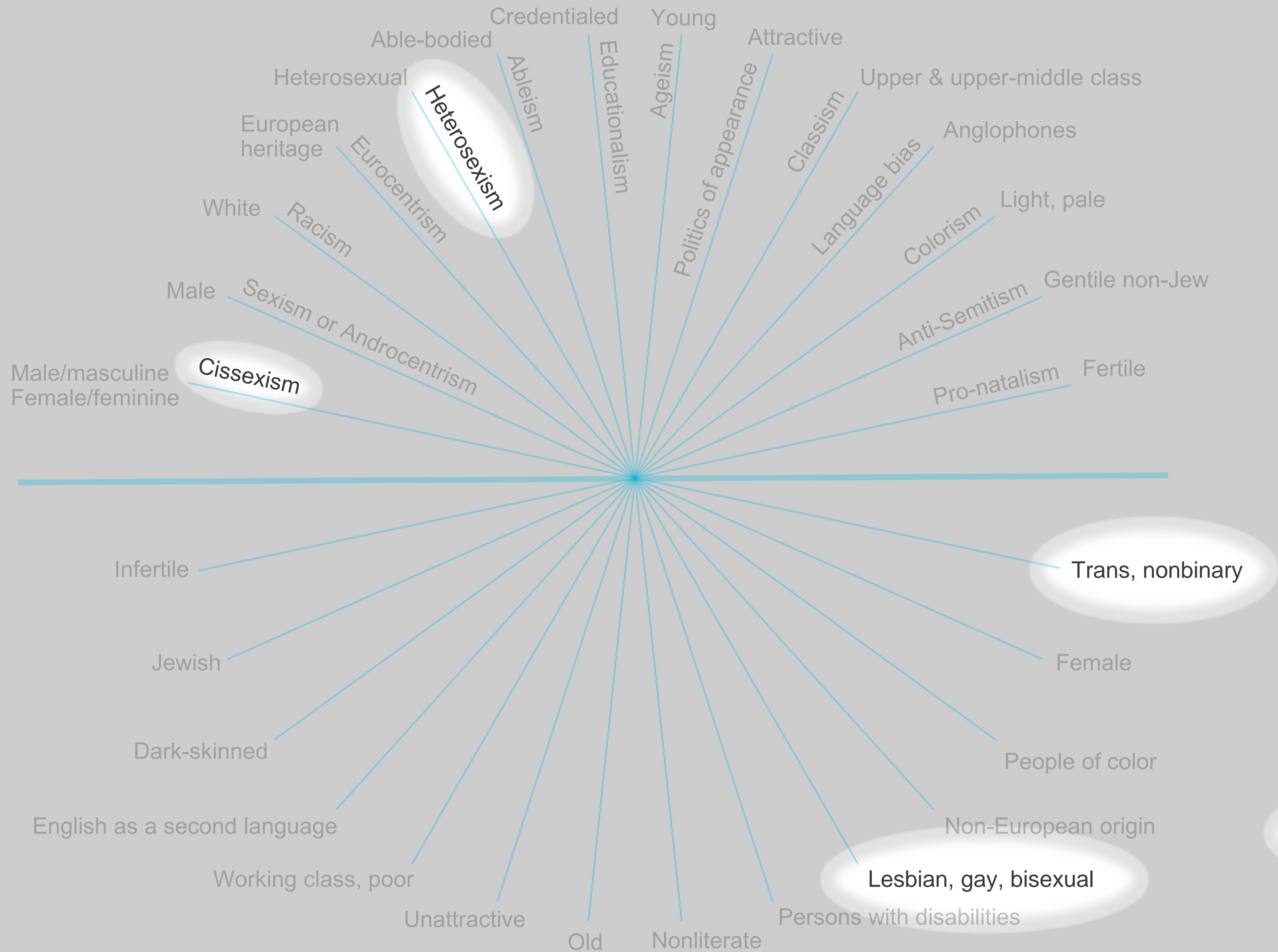
Intersectionality



Privilege

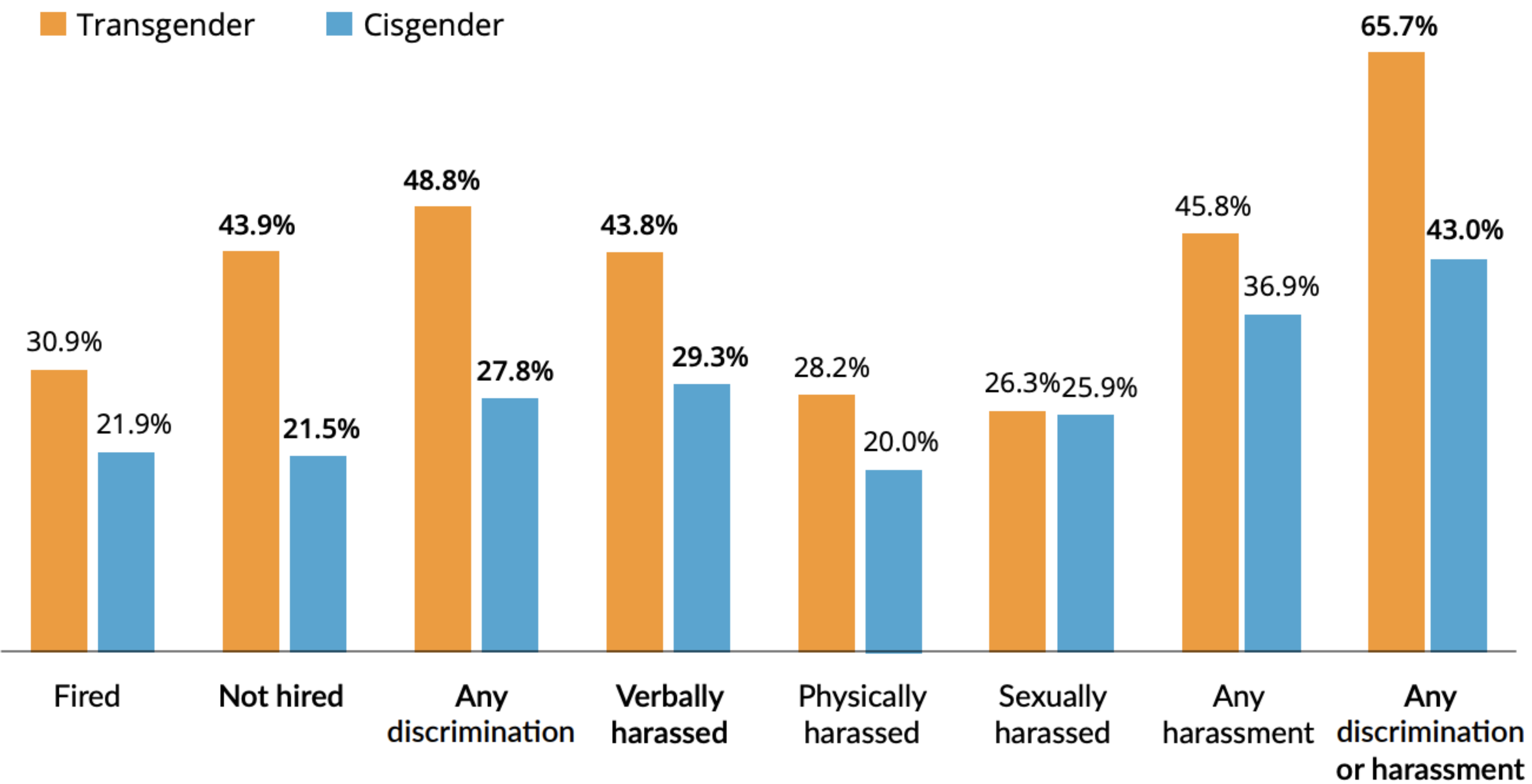
Oppression

Intersectionality



Workplace Experiences

Experiences of discrimination and harassment against LGBT employees by gender identity

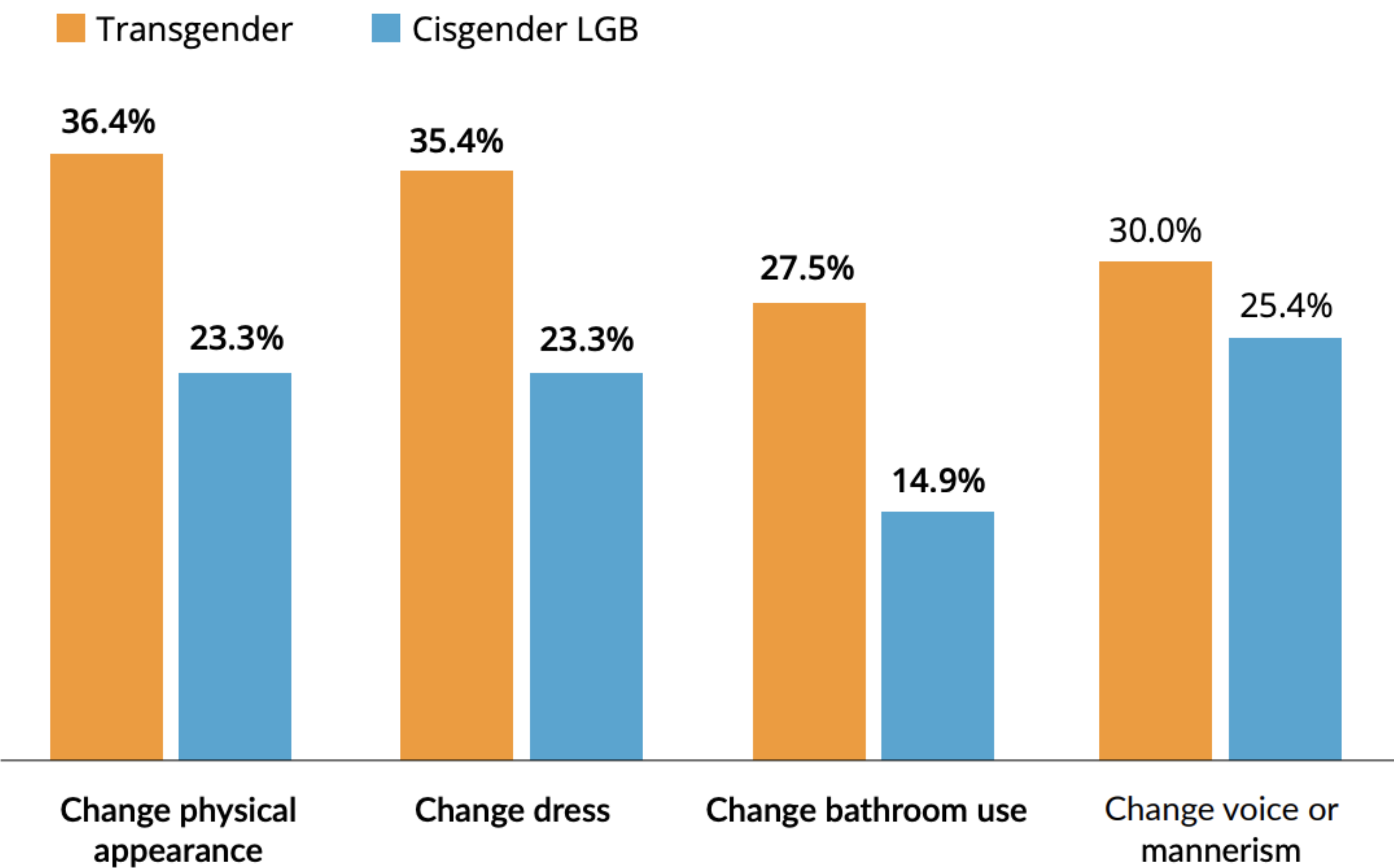


Bold text indicates statistically significant difference

Sears et al. (2021). [LGBT People’s Experiences of Workplace Discrimination and Harassment](#)

Workplace Experiences

Covering behaviors at work among transgender and cisgender LGB employees



Bold text indicates statistically significant difference

Sears et al. (2021). [LGBT People's Experiences of Workplace Discrimination and Harassment](#)

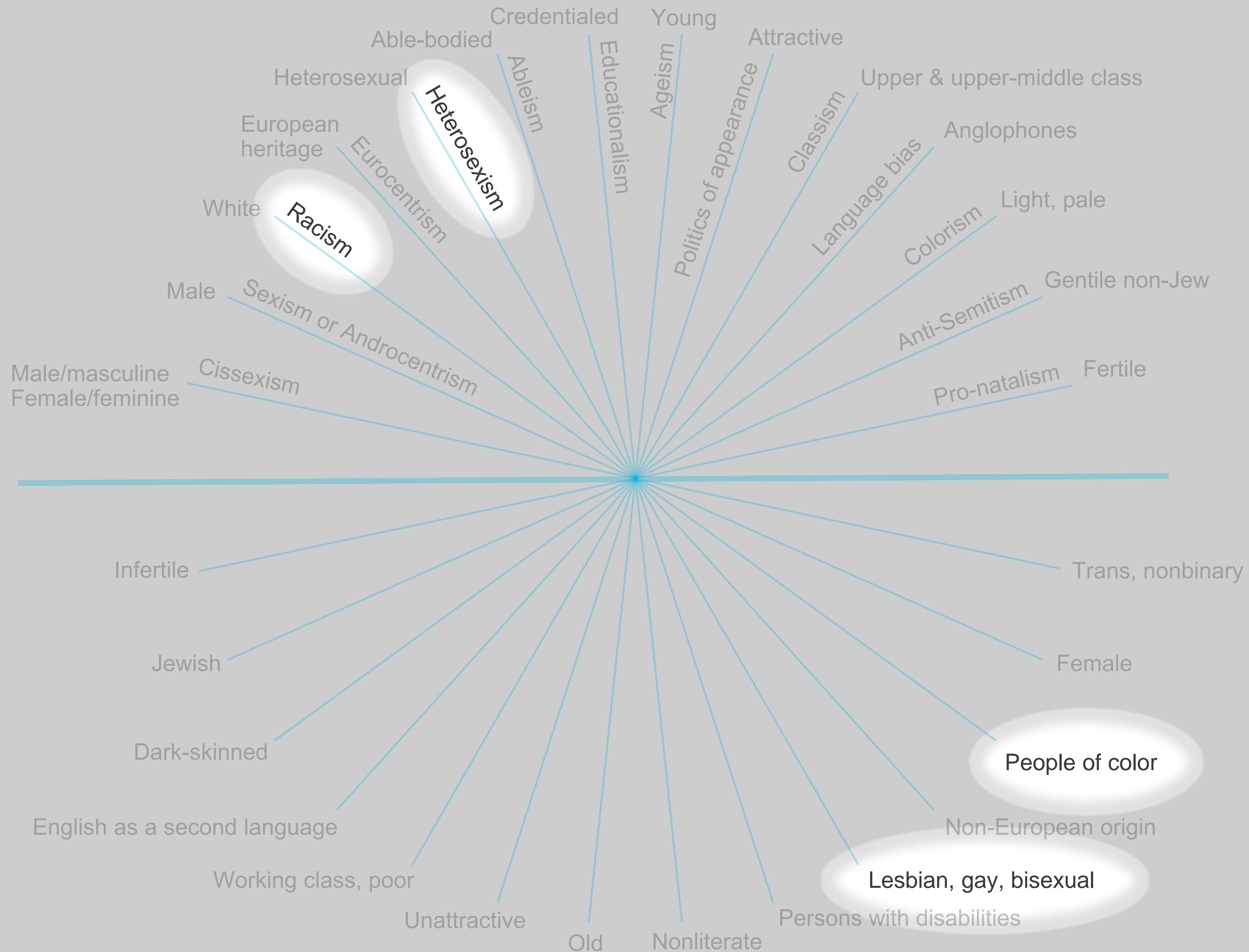
Intersectionality



Privilege

Oppression

Intersectionality

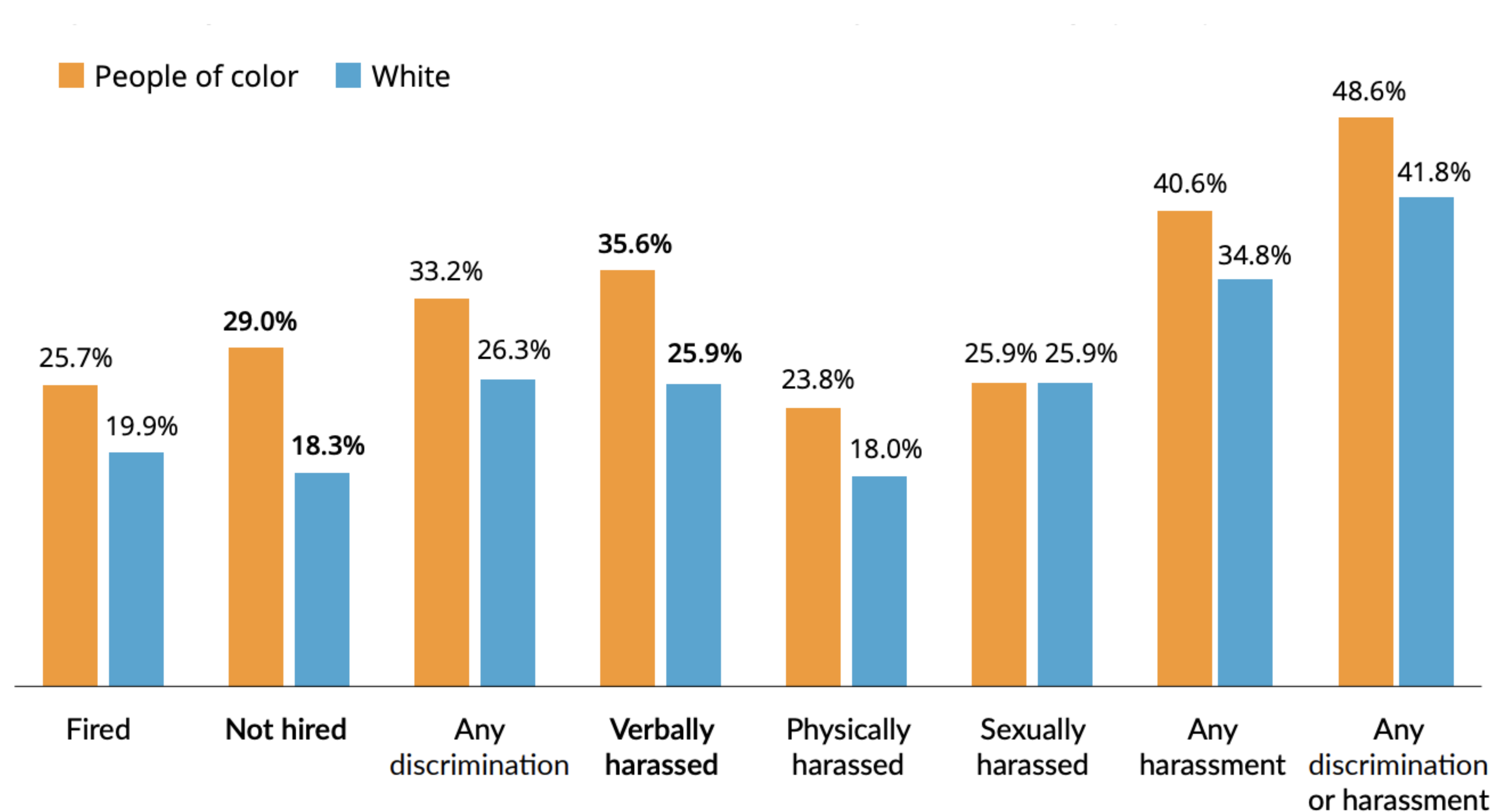


Privilege

Oppression

Workplace Experiences

Experiences of discrimination and harassment against LGBT employees by race

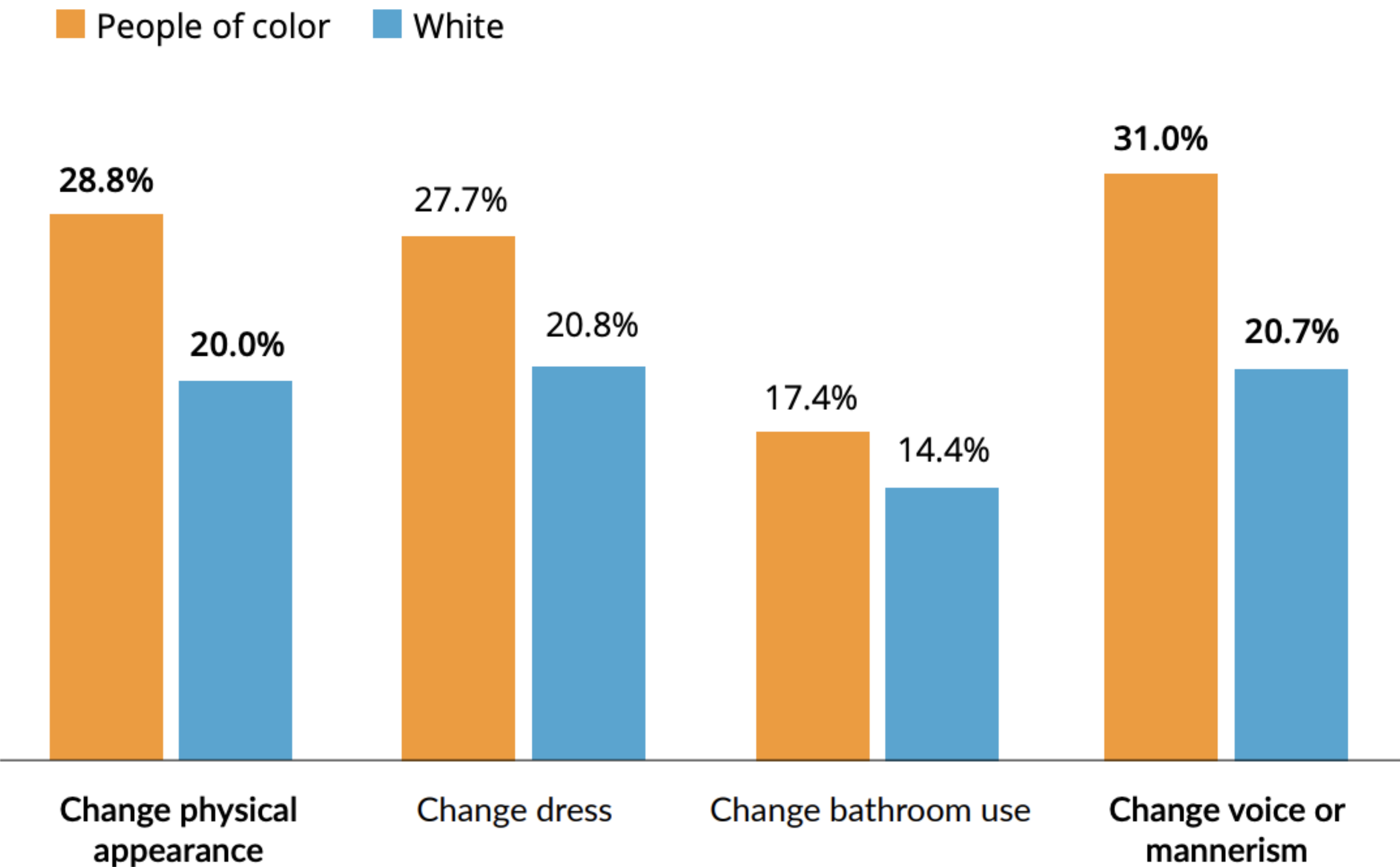


Bold text indicates statistically significant difference

Sears et al. (2021). [LGBT People’s Experiences of Workplace Discrimination and Harassment](#)

Workplace Experiences

Covering behaviors at work among LGBT employees by race



Bold text indicates statistically significant difference

Sears et al. (2021). [LGBT People's Experiences of Workplace Discrimination and Harassment](#)



Municipal Equality Index Scorecard: Chula Vista

Human Rights Campaign

Non-Discrimination Laws	30/30
Municipality as Employer	20/28
Municipal Services	10/12
Law Enforcement	22/22
Leadership on LGBTQ+ Equality	7/8
	89/100
	+11 flex points

Municipal Equality Index Scorecard: Chula Vista

Human Rights Campaign

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ+ employees equally.

Non-Discrimination in City Employment

Transgender-Inclusive Healthcare Benefits

City Contractor Non-Discrimination Ordinance

Inclusive Workplace

SCORE

FLEX City Employee Domestic Partner Benefits

COUNTY MUNICIPAL AVAILABLE



20 out of 28



Local Resources

LGBTQ+ Serving Programs in the South Bay Region

- SBCS San Diego - Our Safe Place Drop-in Center:
 - Peer Support Services
 - Family Support Services
 - Community Training and Education
 - Community Referrals and Resource Navigation
- San Diego LGBT Center - South Bay Youth Center:
 - Support Groups
 - Career/Educational Support
 - Basic Needs Resources
 - Mental Health Resources

Reducing Barriers to Employment

- Adopt municipal employment non-discrimination and anti-harassment policies covering sexual orientation and gender identity
- Recruit a diverse applicant pool
- Create gender transition policies
- Implement paid family leave policies covering parental leave, family care leave and medical leave
- Communicate all of the above in inclusive all-staff diversity training
- Make employee resource groups available

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